Human Resources and Social Development Canada

LABOUR PROGRAM

Workplace Bulletin

October 16, 2006

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The *Workplace Bulletin,* issued by the **Workplace Information Directorate,** Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Workplace Information Directorate offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

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Wage Settlements

Wage Settlements Covering 500 or More Employees
August 2006

Major collective bargaining settlements reached in the month of August 2006 provided base-rate wage adjustments averaging 2.8% annually over the contract term, up from the 2.6% average recorded in the previous month. The results for August 2006 are based on a review of 16 major settlements reached and cover 52,980 employees.

When the parties to these settlements previously negotiated, contract duration averaged 35.7 months and the resulting wage adjustments averaged 1.2%, compared to the 2.8% in their current round of settlements and average contract duration of 50.3 months.

Wage adjustments in the August settlements ranged from a low of 1.7% for 13,040 Air Canada employees, up to a high of 4.0% for 500 bricklayers and 2,500 plumbers with the Construction Labour Association of British Columbia. A large concentration of agreements (9 from a total of 16) and employees (covering 37% of all employees in August's major agreements) settled in the British Columbia construction sector with wage adjustments from 3.0 to 4.0%.

Wage gains in August were the same in both the public and private sectors. Wage adjustments in the public sector averaged 2.8% for 18,980 employees in 4 agreements. Private-sector wage adjustments averaged 2.8% for 34,000 employees in 12 agreements.

On a jurisdictional basis, Alberta registered the largest average wage adjustment at 3.7% (a single agreement covering 1,400 employees). The smallest average wage adjustment was recorded in the Federal jurisdiction at 1.7% (2 agreements covering 13,790 employees). The largest concentration of agreements (62.5%) and employees (38.5%) was in British Columbia where wage adjustments averaged 3.4%.

On an industry basis, the largest average wage adjustment was in the construction sector at 3.5%. The lowest average adjustment was reported in the transportation sector at 1.7%. The largest concentration of agreements (56.3%) and employees (37%) was also in the construction sector, all from British Columbia.

For major settlements to date in 2006 (January to August), wage adjustments average 2.6%.

Average Annual Percentage Wage Adjustments by Month

	2006		
	June	**July**	**August**
Sectors			
Public Sector	2.7	2.8	2.8
Private Sector	2.0	2.2	2.8
All Industries/Jurisdictions			
Average Annual Adjustment	2.5	2.6	2.8
Non-COLA	2.5	2.6	2.8
COLA	1.7	2.3	3.1
First-Year Adjustment	2.5	2.5	1.4
Non-COLA	2.6	2.5	1.4
COLA	1.3	3.1	2.1
Industries			
Primary Industries	4.2	-	-
Utilities	1.7	-	-
Construction	3.7	3.5	3.5
Manufacturing	1.1	2.2	3.1
Wholesale and Retail Trade	1.5	-	-
Transportation	-	1.6	1.7
Finance and Professional Services	1.0	-	2.5
Education, Health and Social Services	2.7	2.7	2.7
Entertainment and Hospitality	3.1	2.9	-
Public Administration	3.1	2.7	3.3

	2006		
	June	July	August
Jurisdictions			
Newfoundland and Labrador	2.0	-	-
Nova Scotia	2.5	2.8	3.1
New Brunswick	-	3.1	3.0
Quebec	1.4	1.4	-
Ontario	2.7	2.9	2.8
Manitoba	3.1	-	-
Alberta	3.3	3.4	3.7
British Columbia	2.1	3.0	3.4
Federal Jurisdiction	2.6	2.4	1.7

Average Annual Percentage Wage Adjustments by Quarter

	2005		2006	
	3rd	4th	1st	2nd
Sectors				
Public Sector	2.9	1.6	2.2	2.8
Private Sector	2.7	2.1	2.5	2.2
All Industries/Jurisdictions				
Average Annual Adjustment	2.8	1.7	2.2	2.7
Non-COLA	2.9	1.6	2.2	2.8
COLA	2.7	2.4	2.9	2.2
First-Year Adjustment	3.0	1.4	2.1	2.9
Non-COLA	3.0	1.3	2.0	2.9
COLA	3.0	2.7	3.0	2.0

	2005		2006	
	3rd	4th	1st	2nd
Industries				
Primary Industries	2.7	2.2	1.5	2.7
Utilities	1.6	3.1	2.6	1.7
Construction	3.1	-	-	3.7
Manufacturing	2.6	2.5	2.1	1.8
Wholesale and Retail Trade	2.7	1.1	1.7	2.1
Transportation	2.8	2.5	2.2	2.8
Information and Culture	2.8	2.1	3.3	2.4
Finance and Professional Services	-	2.2	2.5	2.5
Education, Health and Social Services	3.0	1.6	2.1	2.8
Entertainment and Hospitality	3.3	1.9	2.7	3.1
Public Administration	2.9	1.6	2.7	3.0
Jurisdictions				
Newfoundland and Labrador	2.7	1.5	-	2.0
Prince Edward Island	-	3.0	-	2.8
Nova Scotia	3.2	3.3	-	3.1
New Brunswick	2.5	3.0	3.8	1.2
Quebec	2.8	1.6	2.1	1.6
Ontario	2.9	2.8	2.7	2.9
Manitoba	3.1	2.9	2.4	3.1
Saskatchewan	1.1	2.1	2.1	-
Alberta	3.1	2.6	3.1	3.4

	2005		2006	
	3rd	4th	1st	2nd
British Columbia	1.3	0.1	1.6	2.7
Territories	3.1	2.7	-	3.1
Multiprovince	4.1	4.2	3.3	4.1
Federal Jurisdiction	2.7	2.2	2.3	2.6

Average Annual Percentage Wage Adjustments by Year

	2003	2004	2005	2006
Sectors				
Public Sector	2.9	1.4	2.2	2.6
Private Sector	1.2	2.2	2.4	2.4
All Industries/Jurisdictions				
Average Annual Adjustment	2.5	1.8	2.3	2.6
Non-COLA	2.5	1.7	2.2	2.6
COLA	2.6	3.1	2.5	2.5
First-Year Adjustment	2.5	1.1	2.1	2.5
Non-COLA	2.6	0.9	2.1	2.5
COLA	2.2	3.2	2.8	2.5
Industries				
Primary Industries	2.8	3.0	2.1	2.5
Utilities	2.4	3.1	2.6	2.4
Construction	2.8	2.7	2.5	3.5
Manufacturing	2.5	2.4	2.5	1.9
Wholesale and Retail Trade	1.2	1.5	1.9	2.0
Transportation	1.6	0.7	2.9	1.9
Information and Culture	1.5	2.7	2.4	3.0

	2003	2004	2005	2006
Finance and Professional Services	2.8	1.3	2.3	2.5
Education, Health and Social Services	3.3	0.9	2.1	2.5
Entertainment and Hospitality	2.6	2.7	1.9	2.9
Public Administration	2.3	2.4	2.4	2.9
Jurisdictions				
Newfoundland and Labrador	3.1	1.0	2.1	2.0
Prince Edward Island	3.2	2.4	2.5	2.8
Nova Scotia	3.3	4.7	3.2	3.1
New Brunswick	2.8	4.1	3.0	3.0
Quebec	2.1	2.6	1.6	1.6
Ontario	3.3	3.0	2.7	2.8
Manitoba	2.9	2.6	2.9	2.6
Saskatchewan	3.0	1.0	1.9	2.1
Alberta	3.0	3.1	3.0	3.3
British Columbia	1.3	-1.6	0.5	2.5
Territories	2.5	3.0	3.0	3.1
Multiprovince	1.1	2.7	4.1	3.5
Federal Jurisdiction	1.8	1.6	2.6	2.3

Note: *Data for 2006 are year-to-date.*

Public and Private Sector Percentage Wage Adjustments, a Chronological Perspective since 1985

Year	Public	Private	All
1985	3.8	3.3	3.7
1986	3.6	3.0	3.4
1987	4.1	3.8	4.0
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.5
1998	1.6	1.8	1.7
1999	2.0	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.2	1.8
2005	2.2	2.4	2.3
2006	2.6	2.4	2.6

Note: *Data for 2006 are year-to-date.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Workplace Information Directorate, HRSDC—Labour Program.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees and durations by month, quarter and year for all sectors—public and private, jurisdictions, and industries. The data is available at other detailed tables (PDF format, 314kb).

Major Settlements Reached in August 2006

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Construction				
Boilermaker Contractors' Association of British Columbia province-wide, British Columbia International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers (AFL-CIO/CLC) boilermakers	910	3.8	72.0	Apr 30, 2010
Construction Labour Relations Association of British Columbia province-wide, British Columbia International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers (AFL-CIO/CLC) iron workers	1,700	3.2	72.0	Apr 30, 2010
Construction Labour Relations Association of British Columbia province-wide, British Columbia International Brotherhood of Electrical Workers (AFL-CIO/CLC) electricians	1,500	3.0	72.0	Apr 30, 2010
Construction Labour Relations Association of British Columbia province-wide, British Columbia International Union of Bricklayers and Allied Craftworkers (AFL-CIO/CLC) bricklayers	500	4.0	72.0	Apr 30, 2010
Construction Labour Relations Association of British Columbia province-wide, British Columbia International Union of Operating Engineers (AFL-CIO/CLC) heavy equipment operators	2,300	3.1	72.0	Apr 30, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Construction Labour Relations Association of British Columbia province-wide, British Columbia International Union of Painters and Allied Trades (AFL-CIO/CLC) painters	1,500	3.2	72.0	Apr 30, 2010
Construction Labour Relations Association of British Columbia province-wide, British Columbia Laborers' International Union of North America (AFL-CIO/CLC) labourers	4,700	3.6	72.0	Apr 30, 2010
Construction Labour Relations Association of British Columbia province-wide, British Columbia United Assn. of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the U.S. and Canada (AFL-CIO/CLC) plumbers and pipefitters	2,500	4.0	72.0	Apr 30, 2010
Construction Labour Relations Association of British Columbia province-wide, British Columbia United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC) carpenters; lathers	4,000	3.6	72.0	Apr 30, 2010
9 agreements	**19,610**	**3.5**	**72.0**	
Manufacturing				
I.M.P. Group Limited Halifax County, Nova Scotia National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) plant and maintenance employees	600	3.1*	24.0	Mar 31, 2008
1 agreement	**600**	**3.1**	**24.0**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Transportation				
Air Canada system-wide, Multiprovince International Association of Machinists and Aerospace Workers (AFL-CIO/CLC) aircraft maintenance employees	13,040	1.7	36.0	Jul 01, 2009
1 agreement	**13,040**	**1.7**	**36.0**	
Finance and Professional Services				
Brink's Canada Limited province-wide, Ontario International Brotherhood of Teamsters (AFL-CIO/CLC) armoured car services employees	750	2.5	48.0	Aug 27, 2010
1 agreement	**750**	**2.5**	**48.0**	
Education, Health and Social Services				
Ontario Hospital Association province-wide, Ontario Service Employees International Union (AFL-CIO/CLC) non-medical employees	15,000	2.8	36.0	Oct 10, 2009
University of Victoria Victoria, British Columbia Canadian Union of Public Employees (CLC) teaching assistants	800	1.9	48.0	Aug 31, 2010
2 agreements	**15,800**	**2.8**	**36.6**	
Public Administration				
City of Edmonton Edmonton, Alberta Edmonton Police Association (Independent-local) police officers	1,400	3.7	36.1	Dec 28, 2008

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Government of New Brunswick province-wide, New Brunswick Canadian Union of Public Employees (CLC) general tradesmen; labourers	1,780	3.0	60.0	Dec 15, 2008
2 agreements	**3,180**	**3.3**	**49.4**	
Agreements with COLA - 1 agreement	**600**	**3.1**	**24.0**	
Agreements without COLA - 15 agreements	**52,380**	**2.8**	**50.6**	
All Agreements - 16 agreements	**52,980**	**2.8**	**50.3**	

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Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	9,640	CO/B	May 02–Sep 05
Atomic Energy of Canada (Ont. and Que.)	Various unions	1,150	B	Mar 06/Jun 06
National Research Council of Canada	Various unions	1,000	B	Dec 04/Apr 05

Employer	Union	Employees	Status*	Expiry Month
Private Sector				
Air Canada and Jazz (wage reopeners)	Various unions	11,850	MED/ARB	Jun/Jul 06
Eastern Canada Car Carriers	Teamsters	1,340	B	Oct 06
Hudson Bay Mining and Smelting Company	Various unions	1,090	ARB	Dec 05
Saskatchewan Wheat Pool	Grain Services Union	750	B	Jan 06
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Hospital Association	ONA	45,000	ARB	Mar 06
Government of Manitoba	MGGEU	12,100	ARB	Mar 06
Government of Saskatchewan	SGGEU	10,000	B	Sep 06
Nova Scotia Association of Health Organizations	CUPE/ CAW-CANADA	5,800	CO	Mar 06
Government of Newfoundland and Labrador	Nurses	5,000	CO	Jun 05
City of Edmonton	Various unions	4,200	B	Dec 05
Health Authorities of Manitoba	MAHCP	3,300	B	Mar 06
Health Authorities of Prince Edward Island	Various unions	2,340	B/CO	Mar 06
Government of New Brunswick	CUPE	1,640	B	Feb 06
Private Sector				
Loblaws, Zehrs, Real Canadian Superstores, and Fortino's (Ont.)	UFCW	29,800	TENT	Jul 06
Real Canadian Superstores (Alta)	UFCW	8,150	B	Aug 06

Employer	Union	Employees	Status*	Expiry Month
Fishery Products Intl. Ltd. (N.L.)	CAW-CANADA	2,500	CO	Mar 05
Construction Management Bureau Limited (N.S.)	Various unions	1,600	B	Apr 06
Saint John Construction Association	LIUNA/UBCJ	1,400	CO	Jun 06

* ARB Arbitration
B Bargaining
B/WS Bargaining after work stoppage
CO Conciliation
MED Mediation
M/WS Mediation after work stoppage
PAB Post-arbitration bargaining
PCB Post-conciliation bargaining
PMB Post-mediation bargaining
TENT Tentative settlement
WS Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Construction Industry in Quebec	Various unions	79,910	Apr 07
Capital District Health Authority	NSGEU	7,900	Oct 06
Canadian National Railway	UTU/CAW-CANADA	7,810	Dec 06
Canadian Pacific Railway	Teamsters/UTU	6,470	Dec 06
City of Vancouver	CUPE	5,270	Dec 06
Nova Scotia Association of Health Organizations	Nurses	4,000	Oct 06
Ottawa Hospital	CUPE	3,000	Sep 06
Government of Yukon	PSAC	2,800	Dec 06
Via Rail Canada	CAW-CANADA	2,680	Dec 06
Government of Nunavut	PSAC	1,750	Sep 06
SaskPower	IBEW	1,340	Dec 06

Major Work Stoppages

Major work stoppages involving 500 or more employees from **September 29 to October 5, 2006.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
Goodyear Canada, province-wide, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union 500 production employees	Not available	Oct 5/2006	

Coming in the Next *Bulletin*

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Etc.

For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

For more information, please contact:

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Ottawa-Gatineau area at 1-819-997-3117

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